

NEWS & VIEWS

October/November 1979
Volume XIV, Number 2

Editor:
Tacy Cook

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Washington, D.C. 20045

Board Sets FY 1980 Goals

At the Executive Board meetings in Seattle and in Washington, DC on September 29, the goals for FEW for the next fiscal year were established and then discussed. They are twelve ambitious ones that should give FEW a good yardstick to measure accomplishments over the next year. Achieving the goals will depend on the dedication and hard work of individual members working with and through elected officers and regional managers.

1. Recruit for membership in FEW the 1445 non-FEW attendees at the 1979 FEW NTP in Seattle, Washington.
2. Increase the FEW membership in each Region by at least 5 members from each of the groups represented at the 1979 NTP Banquet on Sat. July 21, 1979.
3. Develop the capability to have FEW recruitment booths at FEW National and Regional Training Programs and at conferences held by other organizations whose goals are compatible with those of FEW.
4. Develop legislation to modify the Veterans' Preference provisions that will be introduced in the current session of Congress.
5. Establish and disseminate FEW's specific policy on the Pay Reform Legislation.
6. Continue to work for the ratification of the Equal Rights Amendment.
7. Establish a network in FEW to be used in lobbying on legislative issues pertinent to women in federal government and also on issues that impact on all women.
8. Establish a basis for recognition of FEW by all members of Congress by the end of FY 80.
9. Acquire the information necessary to establish a data base to

support a FEW position on Universal Social Security coverage.

10. Continue to work on upgrading secretaries.
11. Prepare a FEW handbook for use by Chapters in monitoring an agency's FWP/Affirmative Action Plan.
12. Revise and update the FEW "How-To-Book" for new chapters.

Nelms Appoints Special Assistant

Vina L. Showers has been appointed by National FEW President Dorothy Nelms to serve as FEW's first Special Assistant to the President for Cultural Awareness. The announcement was made at the Executive Board meeting in Washington, DC, on September 29.

Ms. Showers works at Federal Aviation Administration (FAA) as a Supply Systems Analyst. She moved to Washington from Oklahoma City in July. She has been employed by FAA for eleven years and worked for the Air Force at Tinker AFB, OK, for nine years.

Vi Showers was nominated by Vi Thurman, the Dallas Regional Manager. Vi Showers has been active in FEW for three years and served as First Vice President of the Greater Oklahoma City Chapter for FY 1980. She is now a member of the Southwest DC Chapter.

While in Oklahoma she was very active in EEO programs and counseling. She has raised three children and received her law degree. She passed the Oklahoma Bar in 1978 and set up a part-time civil law practice.

Ms. Showers is forming a committee to meet for the first time in Denver on October 30. Committee members are:

- Carolyn Grigsby, Seattle, WA
- Gloria Fritz, Kansas City, MO
- Marje Hoban, Gaithersburg, MD
- Chizuko Ishimatsu, Salt Lake City, UT
- Annette Laboy, Moffett Field, CA
- One position is vacant.

Introduction to LEF Survey Form

The FEW Legal and Education Fund has developed a survey that they administered to National Training Program participants in Seattle. It was discussed in the last issue of NEWS & VIEWS (FEW/LEF and You, p. 12).

Now the FEW/LEF needs information from all FEW members in order to verify "the truth or heresy" of their belief that the need for legal services among federally employed women is so great that LEF should be awarded a grant to develop one.

Please fill in the survey on page 14 and return it to LEF as soon as possible.



Dorothy Nelms, national president of FEW, was the luncheon speaker at a recent seminar held at the John F. Kennedy Space Center, FL. The occasion was in celebration of Federal Women's Week and was attended by several hundred KSC contractor and civil service employees. Nelms highlighted the day's activities which included workshops and panel discussions. (Story on p. 7)

New VP Office Established

On July 22, 1979, at the Executive Committee Meeting in Seattle, Annette Laboy was elected Vice President for Training. Annette is the founder and first President of the South Bay Chapter in Northern California. She was a Regional Representative in the San Francisco Region for the last two and a half years and has been an active member of FEW for the last six years.

With the new by-laws changes came the new National Office. Duties for the VP for Training include:

- (1) Developing and providing training for regional and chapter officers;
- (2) Coordinating the development training packages to be made available to regions and chapters for program ideas;
- (3) Being a resource for regional training conferences;
- (4) Developing and making available a speakers bureau or resource list to regions and chapters.

As an Employee Development Specialist at NASA's Ames Research Center, Ms. Laboy will bring with her experience as a trainer, Federal Women's Program Coordinator and Hispanic Employment Program Coordinator. With the skills she has developed in these areas she will be helping chapters and regions develop training programs.

As National Vice President for Training, Ms. Laboy is a member of the American Society for Training and Development. Through this organization she has access to a Directory of people in training by subject area. Chapters and regions should contact Ms. Laboy for guidance or assistance needed in developing training programs and identifying speakers for meetings.

Ms. Laboy will be contacting regions for input into a training package and speakers bureau she is developing. Any suggestions or comments about FEW Training Programs should be mailed directly to Annette Laboy, P.O. Box 129, Moffett Field, California 94035. Phone contact can also be made to her at FTS 448-5422 or at her home, (408) 259-7419.

FEW-LEF Elects New Officers

Valerie Ambler has been re-elected President of the FEW Legal and Education Fund (LEF). Ambler, the first president of the LEF, is an attorney in private practice specializing in Title VII law.

Re-elected as LEF Vice President was Helen Cohn-Needham, an attorney with the Environmental Law Institute. Cohn-Needham is a former associate of Bruce J. Terris, where she specialized in part in federal employment and EEO problems.

Marie Argana, FEW representative to the LEF Board was elected Secretary. Argana is FEW's Executive Vice President and Chief of the Mid-decade Census Staff at the Census Bureau.

Carol Watkins, an EEO specialist

at the Commerce Department, was elected Treasurer of the LEF.

Elected Education Chair was Clara Perlingiero, a computer systems analyst at the Navy Department. Perlingiero has been involved in a class action suit since 1973; at issue are such things as promotion, training, and assignment, all of which are impacted by discrimination.

Terry Hart Lee, an attorney at the General Services Administration is the LEF's Legal Counsel.

Other LEF Board members are David Copus, Katherine Klos, Mary Pinkard, Patricia Absher, Sue Ellen Keiner, Lella Candea, Elizabeth Newman and Naomi Harris.

FEW Sponsors FWPM Training

by Marie Argana, Executive VP

FEW is sponsoring a one-day training seminar for Federal Women's Program Managers (FWPM) in the Washington, DC, area on November 30. The Mid-Continent (formerly St. Louis) OPM Region has agreed to host a similar training session in Topeka, KS in February 1980 for field FWPM's.

The overall purpose of this training is to strengthen the Federal Women's Program so that established goals of the program can be better achieved. Since 1968, FEW has worked closely with the Federal Women's Program Office in OPM to support and assist in training FWPM's. FEW considers this support and assistance essential, because the FWP and FEW deal with the same constituents, women in the federal service, and both are concerned with improving their status.

The theme of the seminar is "Dynamic Communication: Foundation for an Effective Federal Women's Program." FEW, in consultation with OPM, has designed this one-day seminar to address such issues as agency direction and support of the FWP; OPM direction and support of the FWPM's; resources available for FWPM's; agency and OPM communication channels; and developing information source and networks.

The dominant theme of the seminar will be communication—communications between OPM and headquarter

ters FWPM's and communications between headquarters and field FWPM's. FEW believes this kind of training will enhance the skills of FWPM's, increase their effectiveness, and further the achievement of FEW's and the FWP's mutual goal of career enhancement for federal women.

The seminar will close with a reception, co-sponsored by the D.C. Metropolitan Region, for all seminar participants and D.C. Region FEW members. The D.C. Region plans to use the occasion of this seminar and reception to celebrate FEW's 11th anniversary (See story p. 5).

Staffing in National Office

Audrey E. Thomas entered on duty on September 17 as the full-time clerk-typist in the National Office. She is currently attending the University of the District of Columbia at night and is completing her freshman year. She served as a student aid with the Department of the Army from October 1977 until now and received a merit award for job excellence. Her first written paper after coming to work was about FEW, and the University approved. We welcome her to FEW!

FEW NEWS & VIEWS

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Jan. 16 for FEB-MAR
 Mar. 15 for APR-MAY
 May 15 for JUN-JUL

July 20 for AUG-SEPT
 Sept. 15 for OCT-NOV
 Nov. 15 for DEC-JAN

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 Shirley Radcliff
 Bobbi Morrow
 Pat Pierstorff
 Toni Hooper

NATIONAL TRAINING PROGRAM

SEMI-ANNUAL IN TOPEKA, KS - February 14-15, 1980
WASHINGTON, DC - July 10-12, 1980
INDIANAPOLIS, IN - July 15-19, 1981
SAN ANTONIO, TX - July 18-25, 1982
HONOLULU, HI - July 10-18, 1983

MEMBERSHIPS

CHAPTER	Controlled by each Chapter
NATIONAL	\$15 per year
AT LARGE	\$20 per year
LIFETIME NATIONAL	\$150 one time fee

Membership dues include a subscription to FEW NEWS & VIEWS.

FEW LEGAL AND EDUCATIONAL FUND (LEF)

To make tax-deductible contributions and for more information, write FEW/LEF, National Press Building, Room 485, Washington, DC 20045. 202/638-4404.

POLICY AND PURPOSE

This newsletter is a means of reporting and sharing many views and news of interest to all federally employed persons and their friends. The news presented or the views published do not necessarily reflect the attitude or views of the organization or of any particular officer or member except as noted in each article.

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Congress Watch: Testing The FEW Network

by Lynne Revo-Cohen
and
Rose Thorman

Congress is back—and Capitol Hill is feverish with activity! We hope you took time during the August recess to see your Representatives. REMEMBER—our goal for 1980—to let every member of Congress know who we are and what issues we care about!

The FEW network for legislative action is being tested NOW. We contacted your Regional Manager twice in August to communicate the following action items:

1. to forward to National her chain of communications to chapter Legislative Chairs (listing individuals);
2. to urge members to make Congressional visits in August;
3. to forward to National an accounting from each chapter of how many members we have in each Congressional district.

Through the network, this information should be communicated to members.

Members have made it clear to us that they want to get involved in the legislative process. To do this a working network chain is *imperative*! We hope to get feedback on the three action items listed above by October 15. Any chapter which has not received these memos should contact their Regional Manager immediately. If problems arise with this system please let National know and we will work them out.

By now, each chapter should have copies of our fact sheets on FEW's priority issues—Pay Reform, Veterans' Preference, Universal Coverage under Social Security and ERA. If you don't, contact National and we will send them. FEW needs informed members who are willing and able to speak out on issues. Taking a stand on legislation is a terrific vehicle for our organization to become more visible—and visibility is the key to influence!

Pay Reform: We are preparing testimony on H.R. 4477 and S. 1340 "Federal Employees Compensation Reform," for both the House and the Senate. Please contact National if your chapter has done any independent re-

in Houston, TX. For this, we need your help! Please contact National if you can contribute to our field work efforts.

Veterans' Preference Modification: We are continuing our efforts to work with the Vietnam veterans so we can develop a compromise position for passable legislation. This has not been easy for a number of reasons. Although common sense, political judgment and the general public reaction indicate this is a viable strategy, the internal politics still need to be ironed out. We will be meeting with leaders in the Vietnam veteran community and committee members on the Hill in October and further developments will be reported in the next News & Views.

ERA: ALERT! Is your state holding elections for the State Legislature this November? If so, find out which candidates are pro-ERA and VOTE them in. FEW supports pro-ERA activities at every level of government—get involved, we are behind you!

Double Jeopardy in Panama

by Jean Bailey

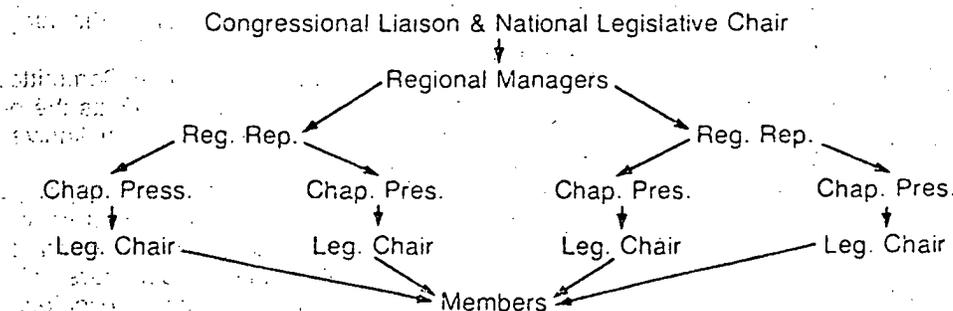
FEW members in Panama fear that Panama Canal treaties will be bad news for future female employees of the U.S. Government in that area. The first blow was delivered on October 1: after this date all persons newly hired from Panama will be employed at a local rate, which is much lower than the prevailing GS or WG level. This ruling applies to U.S. as well as local nationals.

This policy is at variance with DoD policies throughout the world. Normally U.S. citizens receive the same rate of pay they would receive if they were employed in the United States. Local nationals are employed at a rate commensurate with the wages of the host country.

As well as receiving a lower income, locally hired personnel will not have a transportation agreement, which is the passport to all privileges ranging from schooling for dependents to purchasing at the commissary. Many of these privileges had been gained in the recent past by hard fought battles waged by FEW members.

From a management point of view, these actions will dry up a source of competent help. Most of the people concerned are women who come to

CONGRESS WATCH



In this way, we can activate over 200 chapters with only 11 memos to Regional Managers. Obviously, for this system to work, we must rely on quick action and follow through by every officer in the chain. If one person fails to pass the memo on, members in the individual chapters will not get the message.

Legislative Chairs in each chapter play a very important role in the network. It is their job to communicate directly to members precisely what needs to be done. They are also the first link in the feedback chain back to National, so that we know exactly what actions were taken.

search on this issue. We will publish the dates and locations of the field hearings as soon as they are scheduled. If your chapter wants to testify, please let us know.

Universal Coverage under Social Security: As you know from the September News & Views, FEW is part of a very strong coalition to fight mandatory Social Security for Federal government workers. FAIR (Fund for Assuring an Independent Retirement) has been meeting monthly to plan legislative and public relations strategy. FEW is taking an active role in the Legislative Field Work task force which will begin its kick-off campaign this December

the area as dependents either of military or civilian personnel. These women will not be content to revert to lower rates of pay than they earned in the United States or in other foreign locations. They are well aware that a record of lower paid employment will not help their careers. Given a choice, many of them will opt to stay home.

The real tragedy is for those who have no choice. These women, who are mostly former dependents through widowhood or divorce, face double jeopardy. Their wages will be low; they will pay US taxes, but their children will not be able to attend the tax-supported DoD schools unless a fee is paid. This could amount to more than \$3000 a year for each child, often a third or more of their annual income.

The three local FEW chapters, the Canal Zone FEW, Inter American FEW and Freedom Bird are gravely concerned about this development. They are supporting the DoD EEO council that has asked to be included in the policy-making personnel decisions.

Members of the FEW committee are Jeannette Orr, FWPM 193d Infantry Brigade; Jean Brandenburg, FWPM Department of the Navy; Carmen Plata, Department of the Air Force; Jean Bailey DMA Inter American Geodetic Survey; Jean Rupp, US Army Tropic Test Center; and Mary Ann Guardia, Federal Aviation Administration.

Coalition For Women's Appointments

The Coalition for Women's Appointments is working. Formed in 1976, the Coalition can contact representatives of 50 different women's organizations to find competent women for policy-making positions.

The Coalition not only locates women for jobs; it also urges federal agencies to hire more women and lobbies on issues affecting women such as veterans' preference, civil service reform, and budgetary matters.

Recently the White House contacted the Coalition for recommendations for the Advisory Committee for the Metric Board. Two of the Coalition's recommendations were appointed to the Board. Calls regarding job openings to come from federal agency personnel and offices and feminist networks also.

For more information on the Coalition, contact Sarah Gotbaum, National Women's Political Caucus, 1411 K Street, N.W., Washington, D.C. 20005. Tel (202) 347-4456.

Two Receive Tennant Awards

FEW presented the Barbara B. Tennant award to Zenobia Ellis for her tireless efforts to promote, strengthen and publicize the activities of FEW. As Regional Coordinator for the St. Louis Region, she organized eight new chapters of FEW. Acting as Liaison for FEW with the Civil Service Commission, the Federal Executive Board and the Federal Regional Council, her dedication and competency gained their support. Her devotion to FEW and its activities to enhance the standard of living for women demonstrates sensitivity to the concerns of all women and to the goals and objectives of Federally Employed Women.

The award honors the memory of Barbara Boardman Tennant, a founder of FEW, who developed, prepared and edited FEW's NEWS & VIEWS and served as Vice President for Membership, performing all the administrative and clerical responsibilities inherent in maintaining an aggressive membership drive. It was Barbara Tennant's devotion to FEW in its earliest years that helped the organization to survive and grow. Each chapter may submit one nomination per year for this award to the National Office.



FEW Vice President Zenobia Ellis (left) receives Barbara B. Tennant Award from Stephanie Crowley.

The Barbara B. Tennant Award was also presented to Marylouise Uhlig. Her citation reads: For her continued high degree of excellence in the performance of volunteer activities on behalf of Federally Employed Women. As national's FEW expert on Civil Service Reform, she fulfilled the real need for addressing the issue of training middle management agency level in the execution of the Law. She has, through this service and other workshops including Mentors, Power Structures and Poli-



Membership Committee Chair Marylouise Uhlig (left) also was presented with the award.

tics", and her active participation as a FEW Regional Coordinator, demonstrated her innovation and dedication to the concerns of all women and most vitally to the objectives and goals of Federally Employed Women.

The awards were presented July 21, 1979 in Seattle, WA.

Let's Celebrate

by Zenobia Ellis
VP Policy and Long Range Planning

The National Executive Committee has declared November 17 as the official date of FEW's Eleventh Anniversary.

Regional Managers are reporting chapters' plans of a variety of special programs and activities such as brunches, luncheons, seminars, wine and cheese receptions, and celebrations in conjunction with chartering new chapters. Invitations have been extended to Agency Heads and EEO personnel, political officials and people in the business community in the chapters' locality.

Observances should be announced in the local news media. This will afford an excellent opportunity to motivate and stimulate unity and sisterhood.

A summary of celebration activities by Regions will be reported in the next issue of FEW's NEWS & VIEWS. Please keep me informed of your plans for the Eleventh Anniversary Celebration.

From the Desk of: Dorothy E. Nelms, President

In August 1979, I attended the annual meeting of the Continuing Committee of the National Women's Conference in Madison, WI. This committee was originally established under Public Law 96-167, which required the establishment of such a committee to take steps to provide for the convening of a Second National Women's Conference (the first was in Houston in November 1977) to assess the progress made toward achieving the recommendations of the 1977 conference. This committee was to exist until the President issued an Executive Order creating a commission to carry out the recommendations. However, the President did not appoint a "commission", but instead, appointed The President's Advisory Committee for Women. The Continuing Committee has therefore continued, as a self-sustaining body, with the objective of implementing the Houston Plan of Action. Federally Employed Women is a member of this committee, and at-

tended in that capacity.

While at the conference, I worked with the Minority Women's Caucus to draw up specific resolutions for minority women, and also was a member of the Resolutions Committee.

This was a very exciting meeting, and I was able to meet many women who are every day engaged in the battle for equality for women, both in the private sector and the federal sector. They have a broad range of issues, issues which affect all of us as women, and I came away with a great concern. This concern is whether, in our struggle for equality of employment in the federal government, we have somehow failed to keep abreast of the other significant issues, and the total struggle for equality of treatment. I think we can all use some reminders, and, in the process, establish further communication networks to achieve our own goals.

This Committee has a national network, consisting of two (2) co-Chairs,



Regional Workers, and Special Interest Caucus Representatives. I am enclosing their names, titles, and addresses for you. I am suggesting that you contact any one of them who is in your area, and invite them to a chapter or regional meeting to talk about the Continuing Committee, and the Houston Plan of Action, and particularly as it relates to situations and needs in your area. They are very vocal, and very desirous of reaching other women and groups, and will respond favorably. I would like to know your experiences if you do this, so, please use this list and let me know what happens. Remember, knowledge is power, and you can never have too much of it.

Dorothy E. Nelms

UN Plans Meeting For Women

The United Nations General Assembly has called an international conference from July 14 through 30 1980, to evaluate the first five years of the "United Nations Decade for Women" (1976 - 1985) and to plan for the upcoming years.

The conference, to be held in Copenhagen, Denmark, at the "Bella Center" will place emphasis on women's employment, health, and education; and examine the tragic effect of apartheid on women in South Africa, focusing on measures for assistance.

"The United Nations Decade for Women: Equality, Development, and Peace" was an outgrowth of the International Women's Year in 1975.

The Department of State held a briefing and planning meeting on this conference in Washington, D.C. on September 12, 1979. Dorothy Nelms, National President; Marie Argana, Executive Vice-President; Rosemary Gnad, Vice President for Chapter Organization; Lynne Revocohen, Congressional Liaison, and many other FEW members attended. As a result of this meeting, FEW has requested to be designated as an official delegate to the conference next year.

IWY International Continuing Committee

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Washington, DC 20009

Sarah Harder
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University of Wisconsin
Eau Claire, WI 53208

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Sue Rockne - Region V
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Bertine Motley - Region VII
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State Legislature
IOWA

Frankie Jacobs Gillette - Region IX
Community Services
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Pat Brandt - Region XI
(Further address unknown)
Hawaii

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Harrison, NY 10528

Allie Hixon - Region IV
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Lorna Bourg - Region VI
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Cynthia Phillips - Region VIII
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Judith Lonnquist - Region X
3321 NE 185th St.
Seattle, WA 98155

Special Notice To Chapter Presidents

The quarterly reports you have been sending to the National Office about financial matters, membership, chapter activities, etc., should, beginning with the quarter ending December 31, 1979, be sent instead to your Regional Manager. She will have the responsibility for reviewing them discussing any problems with the Chapter Presidents, and alerting either the Vice President for Chapter Organization, or the National Office of significant problems that might be indicative of national trends, or require action by the Executive Committee. This change will be reflected in the next revision of the Policy and Procedures Manual.

Jarman Wins Double Honors

FEW Member Kara Jarman is a woman on the go. Not only was this Tooele Army Depot manager selected recently for a GS-14 position in Alexandria, VA, she also learned that she will become part of a very select group of executives in the command.

Ms. Jarman was one of 75 persons selected this year for the Materiel Acquisition and Readiness Executive Development Program (Mared), a five-year training program for executives in the US Army Materiel Development and Readiness Command (DARCOM). She is one of only seven women selected and is the first candidate to be selected from the depot.

A depot employee for 18 years, Ms. Jarman has held her present position for the last five.

New Federal Holiday Proposed

President Carter has proposed to Congress that January 15 be declared a holiday for federal workers in honor of Martin Luther King, Jr. The holiday would commemorate the birthdate of the civil rights leader.

Earlier this year, the President stated his support of Congressional efforts to set the day aside as a national holiday. "Dr. Martin Luther King, Jr., led this Nation's effort to provide all its citizens with civil rights and equal opportunities," he said. "It is appropriate that his birthday be commemorated as a national holiday."

Spacecoast Chapter Hosts Seminar

National attention was focused on the Kennedy Space Center observance of Federal Women's Week, August 19-25. It was the first time a local group like the FEW Space Coast Chapter hosted an observance in cooperation with federal agencies to bolster job skills and increase the advancement potential of women.

Dorothy Nelms, National FEW President, was the keynote speaker at the day long seminar held at the Quality Inn Convention Center (formerly the Cape Colony) in Cocoa Beach, Friday, August 24.

FEW MEMBERSHIP MONTH IN GEORGIA

As a kick-off for FEW membership month in Valdosta, GA, Chapter No. 107 held a covered dish luncheon at the Moody AFB Chapel. Following the luncheon, President Mildred Spradley gave the purpose and objectives of FEW, and goals for the future.



Mildred Spradley, President, Federally Employed Women, Inc., Chapter No. 107, and Ms. Mary Lee Craver, vice president watch as Mr. Gil Harbin, Mayor of Valdosta, GA, signs the proclamation.

The program for the luncheon consisted of three members of the Chapter; Ms. Micky Batalo, Ms. Vera Tomlinson, and Ms. Electa Rickett, who told the group what being a member of a FEW Chapter meant to them. Each one gave a vivid account of the benefits they felt they had received.

AF Issues Discussed

Current issues of concern to Air Force employees were discussed in August at a luncheon in San Antonio. Ms. Joy Bishop, EEO Officer for the Air Force, and Mr. Jack Murrell, Civilian Personnel Officer, San Antonio Air Logistics

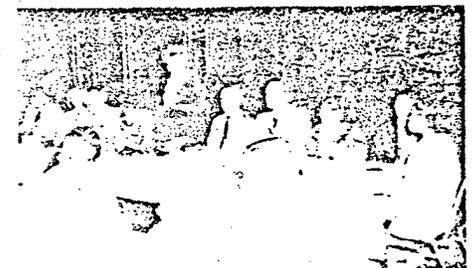
In addition to Nelms, other FEW officials from around the country participated. Patricia Hardin, Program Manager, Management Training and Development, Tennessee Valley Authority, conducted a workshop on "The Use of Personal Power," and Jeanine Carley, FEW Regional Manager for the South East Region took part in a panel discussion.

Workshop leaders and subjects included Priscilla Elfrey, Federal Women's Program Manager for NASA Headquarters, "Oral Communications and Time Management;" David Abbott, University of Central Florida Psychology Department, "Stresses That Women Face;" and Marilyn Vander Lugt, from the WENDI Program, Brevard Community College, "Career Development for Older Women."

A joint workshop on "Getting the Most Mileage From Your SF-171" and "Getting the Most Mileage From Your Interview," was conducted by Mary King, Acting Chief, Staffing and Personnel Services Branch, KSC, and William H. Rock, Deputy Manager, Cargo Projects Office, KSC.

Ms. Nelms was the luncheon speaker and discussed "Dressing for the Trip to the Top." She also participated in a workshop panel on "Career Development for Secretaries" with Hardin, Carley, King, Rock and Lowry.

Center (Kelly AFB), addressed a group of almost 400 people. The luncheon was hosted by Mrs. Mary Espiritu, San Antonio Area Representative of FEW, Dallas Region.



Pictured from left to right at the head table are Ferd Maese, director of management; Ms. Joy Bishop, USAF EEO Officer; Maj. Gen. Lynwood E. Clark; Mary Espiritu; Col. Earl Barnett, Director of Civilian Personnel; Mr. Jack Murrell, Civilian Personnel Officer; Sandy Davila, President, Kelly Chapter of FEW; Frank Wing, Mayor Pro-Tem, City of San Antonio; and Hazel Hays, national historian, FEW.

FEW: A Valuable Investment

All of us at one time have faced obstacles to our career development.

The requirement for specialized experience in entry and mid-level jobs is one obstacle which often has discouraged and disqualified women from jobs which meet their personal criteria for professional development.

One way to acquire that specialized experience is through volunteer work. Believe me, I speak from experience!

Women who want to change job series are those most affected by strict experience requirements. Many women are faced with having to accept a down grade in order to meet the standards. Sometimes a down grade is the only solution, yet, it may not have to be.

Women who used to be rejected from jobs for lack of work experience are finding that the federal government, along with corporations and non-profit organizations, will give credit for volunteer efforts.

According to an article in the *Christian Science Monitor*, Aug. 7, 1979, job candidates who don't have work experience but who have extensive volunteer experience tend to be very valuable to employers, especially when there is a shortage of applicants. Jack Erdlen, executive secretary of the Employment Management Assn., stressed that an applicant with volunteer experience must know the job she can do. She must find an employer's requirements for that job, in terms of duties and skills, and then must look introspectively to find the skills and experience she can give to the position.

Volunteer activities with FEW can provide invaluable experience and can lead to job contacts. FEW has definitely made a difference in my career development.

I began my federal employment as a clerk typist in a Public Affairs Office, fresh out of college. Frankly, I begrudged the position having graduated from a women's college where every woman, including myself, had high aspirations and sought instant success.

I was anxious to get into a professional series with Public Affairs, and asked for advice from successful women in my agency.

I learned quickly that success is not an instantaneous process, especially within the federal government. I also found that many women who had accepted secretarial positions, intending to move into professional series after getting

"on board," found it extremely difficult to break out of the secretarial series.

Since I wasn't about to give up, I started asking more questions, set my goals, joined FEW and started volunteering.

I am most grateful for the role model and mentor in my office, Tacy Cook, who turned me on to FEW. At my first meeting I offered to work with the chapter newsletter editor and guess what — she handed me the whole thing! Later on, I gained more experience by working with the publicity chairwoman announcing our FEW meetings and training events. All of these skills would be useful in my Public Affairs job.

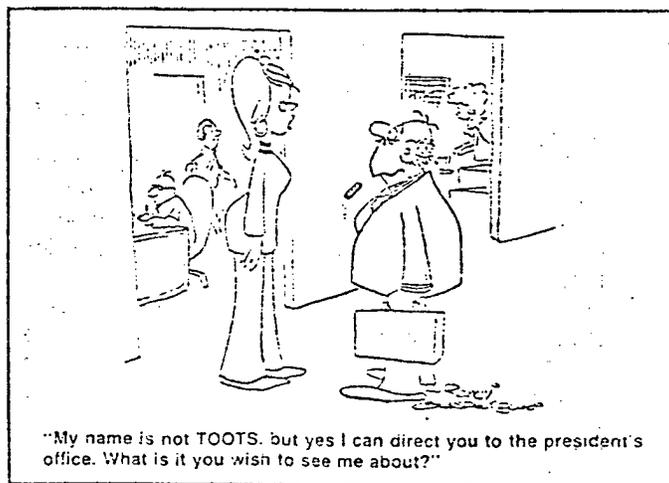
In the meantime, I'd been promoted to secretary and was now looking forward to a change in job series to writer/editor. A position opened in my office at the grade five/seven level so I applied. I'd been a grade five secretary for a year and was told by my supervisor that I'd have to accept the writer/editor job at the five level to gain the one year specialized experience before becoming eligible for a grade seven.

I was disheartened at first but realized that I knew more about personnel matters than my supervisor so I consulted with the personnel officer. Sure enough, my volunteer experience would help qualify me for the grade seven.

I translated all that "free time" given to FEW into hours of experience for inclusion of my 171 form and it worked! I got the promotion and the change in series simultaneously.

If it worked for me I know it can work for other women. Don't be afraid to "cash-in" on your skills. Examine the volunteer work you've done for FEW and other women's organizations — it's experience. Look at committees within your chapter and see if you have the skills to contribute. The venture can be mutually beneficial, I guarantee it!

Laura



Letters to the Editor:

The Politics of E.R.A.

The Equal Rights Amendment should be passed in order to provide a firm, legislative foundation for equitable treatment for women. Many of us who have worked long and hard for the Amendment are once again asking for help from all FEW members. The members living in Louisiana, Mississippi and Virginia can vote for candidates for the State Legislatures who are supportive of ERA.

In both ratified and unratified states it is not too early to begin to think about the legislative program in the state legislatures. Each pro-ERA group knows its own state; contacts now may help ratification when the legislature convenes or help defuse rescission attempts in ratified states. Funding for these activities is never plentiful. Even if FEW members cannot actively participate because of commitments to jobs or difficulties in obtaining transportation, these members can contribute to the organization they select and thus support the ratification effort.

FEW has a Task Force to support ratification of ERA. It is also represented on the ERA Ratification Council. This Council meets once a month to exchange information on the status of ratification in the various states. Members of many organizations in favor of ratification are members. Priscilla Ransohoff chairs the Task Force; Holly Hayes attends the ERA Ratification Council meetings. Contact National FEW or one of these women if you wish to participate in the ratification effort.

D.K. (Holly) Hayes
National Treasurer

The Equal Rights Amendment continues to be one of the most crucial issues facing the nation today. Almost all the other questions—equal pay, equal credit, fair housing and so on—are encompassed in this one simple amendment to the Constitution. Once written into the Constitution, ERA will put women's equality beyond the reach of politics and changing policy. It will confirm the American ideal that all people are created equal. While the deadline for ratification has been extended by Congress until June 30, 1982, three states are still needed and adoption will require tremendous effort by supporters.

While a heavy grassroots lobbying campaign remains crucial, the key to ratification appears to lie in upcoming legislative elections where pro-ERA delegates must be elected and the opposition defeated.

The ERA extension campaign brought thousands of new people into that struggle, and at the same time solidified previously tenuous ties between the women's movement and other progressive forces including civil rights and labor organizations. It also proved that the drive for women's equality is long-term and depends on the successful development of organizational forms and resources to meet the challenges ahead. Although the new alliance is currently confined to the national level, the development of a working relationship at the state and local level will be essential.

The struggle for ERA will not be won easily or quickly. Winning will require a renewed commitment on the part of

all of us to the goals we hold in common.

Betsy Brenson
Editor
ACLU Women's Rights Report

June 30, 1982 sounds like a long way off, almost three years to be exact, but it's not long when you think of the slow rate of turnover in our state legislatures. Getting ANTI'S out and PRO'S in to provide the crucial votes in three more states means we must use every chance we get to affect the composition of those legislatures. If we fail all past achievements go down the drain.

To repeat a well worn phrase, "Until three more states ratify, we ALL live in an unratified country." And if three more states don't pass the ERA we could possibly all live in an unratified country forever. Right now, women and men in Virginia are working to elect pro-ERA legislators at the November general election. We need everyone, working together, to get people elected who will pass this historic amendment.

WE MUST MAKE SURE MEN KNOW THAT IT IS TO THEIR BENEFIT AS WELL AS TO THE BENEFIT OF WOMEN TO GET THE EQUAL RIGHTS AMENDMENT PASSED. Betty Friedan, in testimony before Congress said that women aren't going to get what they need until men are included — this is due to male control of our tax dollars. The same thought applies to the future of the E.R.A.: men must be included in the struggle to pass the amendment — this is due to male control of our legislatures.

Since there are many ERA-related benefits for men, they just need to be informed of them so this issue becomes their issue too. One result, of benefit to men, will be derived from the dignity that will be given to women's roles. Wiser choices will be available to men who will feel free to choose to be secretaries, nurses, full-time parents, etc. There may be more rights for fathers upon divorce. Fairer treatment of women in the job market means the burden of providing for the family can be shared or exchanged, freeing men to change careers in mid-life (as many wish to do) and perhaps, saving some men from heart attacks.

Tactics are not the main issue: the issue is equal rights under the law regardless of sex, and this is everybody's concern.

In Sisterhood,
Sandra Redeagle
NOW, Equal Times
Washington, D.C.

Panama Situation Alarming

I wish to alert the members of FEW that the situation in Panama is alarming! As an indirect but unnecessary result of the treaties, the women are being pushed back.

FEW members may learn from this and be aware that in the confusion of change, women and minorities are likely to be overlooked and to lose hard won gains.

Jean Bailey
Panama Canal Zone

Cooperation Leads to Workshops

A three-day workshop geared to the special needs of working women will be held in the Greater Cincinnati Area the holiday weekend of November 9-12. The FEW Atlanta and Chicago Regions Combined Training Program will be open to all women in both the public and private sectors. Sessions will be held at the Holiday Inn South, Covington, KY. Highlight of the workshop will be a banquet open to the public on Sunday, November 11. Topics to be treated include "Developing Your Power Skills," "Balancing Your Personal and Professional Life," "Self-Esteem," "Overcoming Intimidation," "Managing Stress," and "Organizational Effectiveness." Special sessions will be held on present and proposed legislation before Congress and the status of the Equal Rights Amendment (ERA). Chapter presidents Angela Wallace (OKI) and Thelma Johnson (CC) have extended an invitation to all working women in Greater Cincinnati to attend. Registration blanks may be obtained by contacting the Program Coordinator at 513:684-1264.

News About Members

Milly Hardy received the Norton (AFB San Bernardino, CA) Toastmasters' plaque for "Ecellence" during their semi-annual installation of officers. She was also installed VP for Educational Programs.

Belated Congratulations to Clara Wilks of the Charleston SC, #93 Chapter, who was one of the finalists for the Federal Employee of the Year. Maggie Hart has been appointed a member of Department of the Navy Task Force chartered to study Naval Shipyard Skilled-Labor Training Programs.

Outstanding Graduate

Congratulations to Carlene V. Geurin of the Lackland AFB Chapter, San Antonio, TX, who was recently honored as Civilian Honor Graduate of her class at the Air Training Command NCO Academy.

Funds For Social Security Battle

The government's major employee unions and retirement organization have voted major funding for their drive to prevent mandatory social security coverage of federal and postal workers. This is expected to raise \$30,000 a month. The money will be spent for public relations, mobilization of field organizations throughout the country to lobby members of Congress, and actuarial studies designed to show that bringing federal and postal workers under social security would hurt, not help, the financially-troubled system. Until now, the coalition was without funds. Last week the various groups decided to pool their resources to advance the coalition for a coordinated effort to defeat social security coverage. Besides the National Association of Retired Federal Employees, those in the coalition include the American Federation of Government Employees, the National Association

of Letter Carriers, the American Postal Workers Union, the National Federation of Federal Employees, Mail Handlers, National Treasury Employees Union, the AFL-CIO Public Employees Dept. (Inland Chapter, Norton AFB, CA)

NOW Committee for Federal Women

The National Organization for Women (NOW) has recently created a national NOW Committee on Federal Women and Federal Programs. The committee will focus on issues of importance to federal women. Also, the committee will give NOW a vehicle to tap the expertise of women within the federal system.

CALENDAR OF EVENTS AND MAILINGS FROM NATIONAL OFFICE

SEPTEMBER

- 14 News & Views mailed
- 15 News & Views input for Oct/Nov due
- 15 FEW insurance proposal response
- 15 Deadline for Executive Committee Plans of Action
- 17 Executive Committee and Membership meeting minutes mailed
- 28 FEW Directory to printer
- 29 Executive Committee meeting, Shoreham, D.C.
- 30 Deadline for receipt of FY 80 membership dues

OCTOBER

- 15 News & Views mailed
- FEW Directory mailed
- ABC Handbook revisions to printer
- 5-7 Philadelphia Regional Training Program, Parkersburg, W.VA.
- 6-7 SF Regional Training Program, Oakland, Ca.
- 10 Quarterly reports due from chapters

NOVEMBER

- 1 ABC Handbook revisions mailed
- 1 Bids for FY 82 semi-annual Board meeting
- 10-12 AT/Chicago Regional Training Program, Covington, Ky.
- 17 FEW 11th Anniversary celebration

DECEMBER

- 1 News & Views input for Dec/Jan due
- 15 News & Views mailed
- 1 Executive Committee meeting, Shoreham, D.C.
- 2 FEW Directory update

Eleventh Annual National Training Program Planning Begins

It is time already to be planning for the 1980 National Training Program to be held in Washington, DC at the Shorham-Americana Hotel, July 10-12, 1980. De Burton, IRS, Washington, DC, is Program Chair and Cindy Shaughnessy, Justice, Washington, DC, is Program Director.

"Of course, we are already working on it. When you invite 7,000 guests to your home, you've got to be ready," said Ms. Burton discussing the planning for next year's training conference to be held in Washington, D.C. With the number of persons planning to attend estimated at 5-7,000, the conference promises to be one of the largest ever held in the Nation's capitol. An entirely new registration procedure is being developed.

For 1980, FEW has hired a conference planning consultant firm to help with arrangements, dignitaries, speakers, hotel liaison, mailing, registration, exhibits and other details.

Committee Chairs have held two meetings at the hotel and have begun meeting with their committee members. The Committee Chairs for 1980 are:

Finance	Audrey Duval	Retired, Army, Pentagon I and NOVA Chapters
Registration	Marty Marsh	Navy, Southern Maryland Chapter
Publicity	Tacy Cook	Defense Mapping Agency, DC Charter Chapter
Exhibits	Elia Kerr	Interior, DC Charter Chapter
Printing	Charlotte Kuboda	Defense Mapping Agency, Potomac Palisades Chapter
Conference Booklet	Rita Jensen	Commerce, NOVA Chapter
Hospitality	Nancy Blagg	FAA, NOVA and SW DC Chapters
Guest Speakers	Rose Thorman	Bureau of Mines, DC Charter Chapter
Programs	Ruth Britt	Labor, DC Charter Chapter
National Liaison	Elaine Lazaroff	HEW, Suburban Maryland Chapter
Conference Package	Dorothy R. Daly	Treasury, NOVA Chapter
Booklet Advertising	Dorothea Curcio	Retired, Smithsonian, DC Charter Chapter
Child Care First Aid	Julie Carvaiho	HEW, SW DC Chapter

For the first time next year the Program will feature plenary sessions devoted to the four issues FEW is emphasizing: Equal Rights Amendment, Universal Social Security Coverage, Pay Reform and Modified Veterans' Preference. A wide variety of training workshops is also being planned.

The theme of the Program is "FEW: Your Capitol Investment." We will be stressing the advantages and opportunities available to participants while they are in Washington, DC, to influence their elected representative on Capitol Hill, agency directors, and Departmental decision-makers.

Start planning now to attend next July. Look for additional information and registration forms in NEWS & VIEWS in the future. Put the Training Program in training requests and budgets for 1980—and future years too. Set aside the time now to plan to attend. Talk it up at meetings, over lunch, and in your carpool with FEW members and nonmembers. Anyone can attend and benefit from the training; men, women, supervisors, managers, all grade levels and job classifications.

Remember your capitol investment—protect it, encourage it, nourish it. See you in DC in July!

Filling the Gap

Forty-five Federal Job Information Centers closed September 30, 1979. In addition, toll free telephone service to all centers will be closed this month. This means that the availability and accessibility of federal job information will diminish. We can all help fill the gap by keeping each other informed about federal job opportunities and vacancies in our agencies and taking full advantage of the Talent Banks of F.E.W. (From So. Bay Area Chapter, Moffett Field, CA)

Army Women

As of October 1, women Army volunteers will be judged by the same standards set for men. Previously, women had to have high school diplomas to join—men did not need them—and women had to achieve higher entrance exam scores.

Projects Lack Foundation Support

Barely more than half a percent of private foundation funding goes to women's projects according to a major Ford Foundation-supported study.

That study found that while there was a seven-fold increase between 1971 and 1976 in foundation support for "activities specifically designed to help eliminate sex discrimination or to further opportunities for women," the annual total (\$12 million in 1976) was still miniscule. It equaled 0.6 percent of all foundation grants made in 1976. Ten foundations made nearly 70 percent of the grants to women while more than two thirds of the 420 foundations studies had never made such a grant.

The reason? In the words of Esther Schacter, who supervised the Ford study, "... women's programs touch economics, political and social issues that challenge many accepted public policies and traditional lifestyles."

But challenging accepted policies is precisely what foundations should be doing according to Mary Jean Tully, a board member of the National Committee for Responsive Philanthropy.

Most of the men who run foundations (and men trustees outnumber women five to one) are subject to the constraints of "traditional perceptions of women's economic and political roles," which is another major reason why women's groups receive so little from foundations, according to the study.

Another problem uncovered by the study (which also examined governmental funding for women's projects) concerns the purpose of foundation grants for women's groups. Most of them are intended to create change in individuals rather than in institutions, though nearly all of the 250 representatives of women's groups who were interviewed by the researchers emphasized the overriding importance of institutional change.

Among the other problems uncovered by the study were the short-term nature of foundation funding for women's groups as contrasted with funding for more traditional charities; the tendency of foundations to provide support for only a few, nationally-prominent women's organizations while neglecting most locally based, grass roots groups; and the closed, nonprofessional grant-making process used by many foundations which often works to exclude women.

Ultimate Uppity Cup For Sale

The ultimate cup for the feminist is a blue and white insulated mug covered with uppity epithets . . .

Women Are People

Typing is not a female secondary sex characteristic

Adam was a rough draft

Sisterhood is Beautiful

The best qualified man may be a woman

Uppity Women Unite

Call Me MS.

ERA NOW

Never Underestimate the Power of a Woman

Order for only \$3.50 each from Pentagon I Chapter of Federally Employed Women, Inc., 4402 Forest Glen Court, Annandale, Virginia 22003. Add postage and handling fees as follows:

Washington, DC Area \$1.25

East of Miss. River

except above 2.00

West of Miss. River 2.75

FEW chapters may order by the dozen for \$35 (including postage and handling) for resale at \$3.50 each. Pentagon I Chapter reserves exclusive right to sell at National FEW Training Conferences and DC Metropolitan Regional activities.

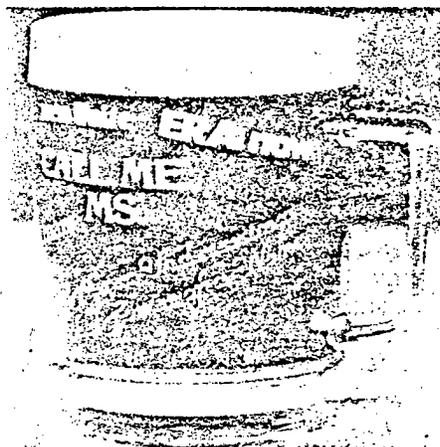
Employees Work Extra Hard

Most federal employees work the required 40 hours each week, and many put in extra hours free of charge, according to a recent report from the General Accounting Office.

The extra free hours are worth an estimated \$650 to \$800 million, based on regular pay rates. Time lost from work-hour abuses costs between \$85 million to \$120 million a year, for a substantial net gain for U.S. taxpayers.

GAO investigated the seven largest federal agencies, which employ 70 percent of civilian workers. Three thousand randomly selected employees completed questionnaires for the study. Investigators also observed employees on the job and interviewed personnel officers, supervisors, and union representatives.

Responses to the questionnaires indicated that 75 percent to 83 percent of the employees worked at least 40 hours a week; 18 percent to 27 percent worked 41 to 70 hours; and 17 percent to 26 percent worked 33.5 to 39.5 hours.



New Recruitment Programs

Under the Federal Equal Opportunity Recruitment Program, federal agencies will begin new specialized programs to recruit women and minority group members. By October 1, 1979, each agency must have an up-to-date plan for recruiting minorities and women for grade levels or job categories where they are currently underrepresented.

Agency employment and civilian labor force statistics will be used to determine the level of underrepresentation. Recruitment plans will include both internal and external programs to locate, identify, and assist in employing qualified or qualifiable women and minorities.

The Federal Equal Opportunity Recruitment Program is designed to help achieve a federal workforce from all segments of society as required by the Civil Service Reform Act of 1978. It is a recruitment program, not a selection program. It does not change hiring standards or involve any systems of preference for minority group members or women as far as job qualifications and personnel procedures are concerned.

Congratulations Are in Order

Frada Deutson has assumed her new duties as Chief, Training Development Section, Missile Maintenance Electronics Branch, 3360 Technical Training Group. She is the first woman to achieve the grade of GS-12 on Chanute — A TRUE PACESETTER. (From Pacesetter News, September 1979, Pacesetter Chapter, IL.)

The Chain Grows Longer and Stronger

A recent letter to the Fort Knox, TX, Chapter is an encouragement to us all to continue spreading the good word about FEW at every opportunity, no matter how trivial it may appear at the time!

A few months ago President Lela Williams of the Ft. Knox Chapter answered a casual inquiry about FEW by sending "FEW is ..." and newsletters to Pamela Woods in Lexington, KY.

On August 16 Sue Thibault, Atlanta Regional Representative, met Pamela Woods and other Department of Agriculture employees in Lexington, told them more about FEW, and encouraged them to organize a chapter at Lexington.

Guess what? The Thoroughbred Chapter, Lexington, KY, has been added to our chain of chapters.

Our chain goes on and on, linking us ever stronger, because our Leia's keep spreading the word!

Welcome New Chapters!

Greater Texarkana Area #218
Ms. Katie M. Henson, President
Rte 1 Box 337D
New Boston, TX 75570

Spokane #219
Ms. Gladys Cottle, President
E. 1015 43rd
Spokane, WA 99203

North Atlanta #220
Ms. Billie Painter, President
2479 Peachtree Rd. N.E. #1107
Atlanta, GA 30305

Bluegrass Volunteers #221
Ms. Janet M. Harwood, President
111 Dalewood Drive
Clarksville, TN 37040

Chief Justices

The nation's third female chief justice of a state supreme court, Mary Stallings Coleman, has assumed that position in Michigan.

The other two are California's Rose Bird and South Carolina's Susie Sharp.

LULAC Anniversary

The League of United Latin American Citizens (LULAC) celebrated its 50th anniversary with a banquet in Washington, D.C.

Its president, Eduardo Pena, used the occasion to observe that LULAC had moved its national headquarters from Texas to the "capital of the fifth-largest Spanish-speaking country in the world."

Yes, that's Washington, D.C.

Women's Role . . . Little Progress

The U.S. Commission on Civil Rights stated in its latest report that women and minorities "continue to be stereotyped in primetime comedies and dramas and are vastly underrepresented in comparison with their actual percentage of the U.S. population."

The Commission has asked the FCC to investigate whether there is a relationship between the under representation and the fact that few women and minorities are employed in decision making positions at the networks or at local stations.

Other conclusions reached by the U.S. Commission on Civil Rights include:

—T.V. drama fails to reflect the gender and racial-ethnic composition of the American population.

—Minorities other than Blacks appear rarely in television drama. This situation gives the viewing public the impression that these minorities constitute an insignificant presence in this nation.

—The more prestigious and glamorous occupations are portrayed by men. Women and minorities are seen in service positions or as students.

The report has been sent to Congress and the White House for further action.

Ford Earns Degree

Arlene Ford, national secretary of FEW 1974-76, has completed law school while working full time at Social Security Administration in Baltimore, MD. She attended the University of Maryland from 1975-79 in the evening and summers. Ms. Ford is now a Health Insurance Policy Specialist in the new Health Care Financing Administration in FEW.

FEW Policy on Individual Complaints

The question has been raised many times about FEW's policy on representing members on individual complaints. We adopted a policy in May 1977, as a part of our policy on Compliance, and it appears in the Policy and Procedures Manual. The policy is stated below:

"The FEW chapter, regional, or national level will *not* become involved in any individual discrimination complaint, grievance, appeal, or other comparable action filed by a member or other federal employee, except as follows:

- (1) If the complainant has exhausted all administrative appeal rights available through the employing agency; and
- (2) The complainant, grievant, or appellant has requested official representation by FEW in writing; and

(3) The problem has been reviewed and considered by the appropriate officers at the chapter and regional level, who recommend official involvement by the FEW organization; and

(4) The Vice President for Compliance and the Executive Committee have reviewed the case and the recommendations from the chapter and regional level concerned, and have voted to take official action on behalf of the member or the federal employee.

The basic purposes underlying this policy are: (1) the protection of the individual involved; (2) the necessity for FEW to know the issue involved and that it is one on which we can take a positive position; and (3) to bring the necessary expertise in the organization into play.

ERA and Health

Two social researchers have found that the 19th Amendment (the one giving women the vote) had such a beneficial effect on women's mental and physical health that they are predicting similar results from eventual

passage of ERA. They contend that the sense of opportunity and independence created by the women's suffrage movement led to a heightened well-being for the women who grew up afterwards. They think that ERA will have a similar effect. (From Austin, TX, FEW Newsletter, June 1979)

Hatch Act Misgivings

The GAO has expressed serious misgivings about legislation that would overhaul the Hatch Act to give government workers the right to participate actively in partisan politics. The GAO, the investigative arm of Congress, said that any such legislation should consider the impact of the new civil service reform act in connection with changing the Hatch Act and whether this would subject federal employees to political pressure and coercion. The ability of the special counsel's office in the new

Merit Protection Board as currently structured is not adequate to enforce a revised Hatch Act, the GAO said. Also, it said that changing the Hatch Act could be "most destructive" to the new SES by subjecting its members to political pressures and influence. Pending legislation isn't expected to get anywhere in this session of Congress. But government unions won't give up the fight for eventual Hatch Act revision despite the formidable odds against them.

(Inland Chapter Norton AFB, CA)

Regional Training Programs — 1979-1980

ATLANTA & CHICAGO:	Nov. 10-11	Covington, KY
DALLAS:	Mar. 20, 1980	Houston, TX
DC METRO:	None planned because of NTP July 1980	
NEW ENGLAND:	April 1980	Burlington, VT
NEW YORK:	Call FEW	Call FEW
PACIFIC NORTHWEST:	None planned because of NTP July 1979	
PHILADELPHIA:	Oct. 6-8	Parkersburg, WV
ROCKY MT.:	Oct. 26-27	Denver, CO
SAN FRANCISCO:	Oct. 6-7	Oakland, CA
ST. LOUIS:	Feb. 1-16, 1980	Topeka, KA

FEW/LEF QUESTIONNAIRE

In responding to each question, if more than one response is applicable to you, please mark ALL appropriate boxes. SEND RESPONSES TO: NATIONAL LRS

FEW/LEF
NATIONAL PRESS BUILDING
SUITE 485
WASHINGTON, DC 20005

1. Have you had an employment problem in the past?
 - a. Yes []
 - b. No []
 - If yes, date of problem _____
2. Did you do anything about the problem?
 - a. Yes []
 - b. No []
3. If you did something did you:
 - a. See an attorney for advice []
 - b. Speak to your supervisor []
 - c. File an administrative grievance []
 - d. File an EEO Administrative Complaint []
 - e. File a Court Complaint []
 - f. Other. Please explain _____
4. If you marked three (b), (c), (d), or (e) did you have the help of an attorney when you took the action?
 - a. Yes []
 - b. No []
5. How did you find the attorney who helped you:
 - a. A friend referred you []
 - b. An organization or a Bar Association referred you. Please identify the organization: _____
 - c. Other. Please explain: _____
6. Did the attorney:
 - a. Give you preliminary advice []
 - b. Represent you during the administrative proceeding []
 - c. Represent you during court litigation []
 - d. Other, please describe attorney's role: _____
7. Did the attorney have experience with:
 - a. Federal employment discrimination []
 - b. Other employment discrimination []
 - c. General employment []
 - d. Civil Rights []
 - e. Federal courts []
 - f. None of the above []

8. How much did the attorney cost?

- a. The services were free
- b. You were charged out of pocket costs only
- c. You paid only a one-time fee for preliminary advice. How much? _____
- d. If you paid an hourly fee, how much: 1. Less than \$20 per hour _____; 2. \$20—\$39 hour _____; 3. \$40—\$59 hour _____; 4. \$60—\$79 hour _____; 5. Other _____ Describe _____

9. If you didn't have the help of an attorney was it because:

- a. You didn't need one
- b. You couldn't find one you could afford
- c. You couldn't find one with experience in the field
- d. No attorney would take your case
- e. Other: Please explain: _____

10. If a FEW/LEF referral service with a toll-free phone number had been available would you have used it?

- a. Yes, to find an attorney in your geographic area
- b. Yes, to have a half-hour conference by phone or in person to get a preliminary analysis of your problem and advice
- c. Yes, for another reason. Explain: _____
- d. Not at all

11. If FEW/LEF has a nationwide referral system, would you have paid a fee to be referred to an EEO attorney in your geographic area by FEW/LEF? Skip this question if you did not mark 10 (a).

- a. No
- b. \$2
- c. \$5
- d. Other: _____

12. If FEW/LEF has a legal advice service, would you have paid a fee to have a conference and advice by FEW/LEF? Skip this question if you did not mark 10 (b).

- a. No
- b. \$20
- c. \$30
- d. Other: _____

13. City and state of residence of time of employment problem: _____

14. Name of agency that employed you at time of employment problem: _____

Your grade level at that time _____ Job title at that time _____

If FEW/LEF were to collect a fee prior to giving advice, what mechanism would you suggest for doing this? _____

Other comments: _____

